

BY AUTHORITY

ORDINANCE NO. _____
SERIES OF 2022

COUNCIL BILL NO. CB22-0894
COMMITTEE OF REFERENCE:
Finance & Governance

A BILL

For an ordinance amending the classification and pay plan for employees in the Career Service and for certain employees not in the Career Service.

WHEREAS, pursuant to section 9.1.1 (C) and (D) of the Charter and Article I of Chapter 18, D.R.M.C., the Office of Human Resources has recommended to the City Council an amendment to the classification and pay plan governing the compensation of employees in the career service and certain employees not in the career service;

NOW, THEREFORE, BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:

Section 1. That effective **beginning January 1st, 2023**, the classification and pay plan is hereby amended by adjusting the following pay tables:

Non-Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|---------------------------|----------------|------------------|-----------------|------------------|----------------|
| NE-07 | \$17.55 | \$19.75 | \$21.94 | \$24.14 | \$26.33 |
| NE-08 | \$18.61 | \$20.94 | \$23.26 | \$25.59 | \$27.92 |
| NE-09 | \$19.72 | \$22.19 | \$24.65 | \$27.12 | \$29.58 |
| NE-10 | \$20.90 | \$23.52 | \$26.13 | \$28.74 | \$31.35 |
| NE-11 | \$22.16 | \$24.93 | \$27.70 | \$30.47 | \$33.24 |
| NE-12 | \$23.48 | \$26.42 | \$29.35 | \$32.29 | \$35.22 |
| NE-13 | \$24.90 | \$28.01 | \$31.12 | \$34.24 | \$37.35 |
| NE-14 | \$25.87 | \$29.43 | \$32.99 | \$36.55 | \$40.10 |
| NE-15 | \$27.43 | \$31.20 | \$34.97 | \$38.75 | \$42.52 |
| NE-16 | \$29.07 | \$33.07 | \$37.06 | \$41.06 | \$45.06 |
| NE-17 | \$30.82 | \$35.06 | \$39.29 | \$43.53 | \$47.77 |
| NE-18 | \$32.67 | \$37.16 | \$41.65 | \$46.15 | \$50.64 |
| NE-19 | \$34.63 | \$39.39 | \$44.15 | \$48.92 | \$53.68 |
| NE-20 | \$36.71 | \$41.76 | \$46.80 | \$51.85 | \$56.90 |
| NE-21 | \$38.90 | \$44.25 | \$49.60 | \$54.95 | \$60.30 |
| NE-22 | \$41.24 | \$46.91 | \$52.58 | \$58.25 | \$63.92 |

1

Exempt

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|--------------|--------------|--------------|--------------|--------------|
| EX-05 | \$50,000.00 | \$ 58,125.00 | \$ 66,250.00 | \$74,375.00 | \$82,500.00 |
| EX-06 | \$50,647.00 | \$58,877.00 | \$67,107.00 | \$75,338.00 | \$83,568.00 |
| EX-07 | \$54,699.00 | \$63,588.00 | \$72,476.00 | \$81,365.00 | \$90,253.00 |
| EX-08 | \$59,075.00 | \$68,675.00 | \$78,274.00 | \$87,874.00 | \$97,474.00 |
| EX-09 | \$63,801.00 | \$74,169.00 | \$84,536.00 | \$94,904.00 | \$105,272.00 |
| EX-10 | \$68,905.00 | \$80,102.00 | \$91,299.00 | \$102,496.00 | \$113,693.00 |
| EX-11 | \$74,417.00 | \$86,510.00 | \$98,603.00 | \$110,696.00 | \$122,788.00 |
| EX-12 | \$80,371.00 | \$93,431.00 | \$106,491.00 | \$119,552.00 | \$132,612.00 |
| EX-13 | \$86,801.00 | \$100,906.00 | \$115,011.00 | \$129,117.00 | \$143,222.00 |
| EX-14 | \$93,744.00 | \$108,978.00 | \$124,211.00 | \$139,445.00 | \$154,678.00 |
| EX-15 | \$101,244.00 | \$117,696.00 | \$134,148.00 | \$150,601.00 | \$167,053.00 |
| EX-16 | \$107,319.00 | \$126,100.00 | \$144,880.00 | \$163,661.00 | \$182,442.00 |
| EX-17 | \$115,904.00 | \$136,187.00 | \$156,470.00 | \$176,754.00 | \$197,037.00 |
| EX-18 | \$125,176.00 | \$147,082.00 | \$168,988.00 | \$190,894.00 | \$212,799.00 |
| EX-19 | \$135,190.00 | \$158,849.00 | \$182,507.00 | \$206,165.00 | \$229,823.00 |
| EX-20 | \$146,005.00 | \$171,556.00 | \$197,107.00 | \$222,658.00 | \$248,209.00 |
| EX-21 | \$157,686.00 | \$185,281.00 | \$212,876.00 | \$240,471.00 | \$268,066.00 |
| EX-22 | \$170,301.00 | \$200,104.00 | \$229,906.00 | \$259,709.00 | \$289,512.00 |
| EX-23 | \$183,924.00 | \$216,111.00 | \$248,298.00 | \$280,485.00 | \$312,671.00 |
| EX-24 | \$198,639.00 | \$233,401.00 | \$268,163.00 | \$302,925.00 | \$337,686.00 |
| EX-25 | \$214,530.00 | \$252,073.00 | \$289,616.00 | \$327,159.00 | \$364,701.00 |
| EX-26 | \$231,693.00 | \$272,239.00 | \$312,785.00 | \$353,332.00 | \$393,878.00 |
| EX-27 | \$250,227.00 | \$294,017.00 | \$337,807.00 | \$381,597.00 | \$425,386.00 |
| EX-28 | \$270,246.00 | \$317,539.00 | \$364,832.00 | \$412,125.00 | \$459,418.00 |

2
3

Community Rate

| Compensation Grade | Minimum | Top of Q1 | Midpoint | Top of Q3 | Maximum |
|--------------------|---------|-----------|----------|-----------|---------|
| CR-07 | \$17.26 | \$18.86 | \$20.45 | \$22.05 | \$23.65 |
| CR-08 | \$18.12 | \$19.80 | \$21.47 | \$23.15 | \$24.82 |
| CR-09 | \$19.02 | \$20.78 | \$22.54 | \$24.30 | \$26.06 |
| CR-10 | \$19.97 | \$21.82 | \$23.67 | \$25.52 | \$27.36 |
| CR-11 | \$20.98 | \$22.92 | \$24.86 | \$26.80 | \$28.74 |
| CR-12 | \$22.03 | \$24.07 | \$26.10 | \$28.14 | \$30.18 |
| CR-13 | \$23.12 | \$25.26 | \$27.40 | \$29.54 | \$31.67 |

4
5 **Section 2.** That the foregoing amendments shall be reflected in the full classification and
6 pay plan kept and maintained in the office of the Clerk and Recorder, as reflected at Clerk Filing
7 No. 20210010-O, and at the Office of Human Resources, and shall be available for public
8 inspection both in person and on-line.

9
10
11
12
13
14
15

